

## **Fair Foods, LLC Job Order**

### **Food Worker. 15 temporary full time jobs 10/15/22 - 04/01/23**

**Rochester, MN.** Clean, wash, erect & take down equipment; take orders; slice, cook, and serve food & drinks; make change; heavy lifting & physically mobile. Hours, schedule and days vary. No education or experience required. On-the-job training provided.

Work schedule & hours vary 35-45 hours a week. Work schedule varies, typically 35 H/W Sun - Sat, 10AM to 7PM. Work needs (i.e., hours, days, schedule, location, and work positions) vary. Work needs subject to industry practice and are not guaranteed per day, per week, per schedule, or per worker, e.g., rainouts, event dates and hours set by agreement with sponsor and subject to change (based upon adverse weather, hours of operation, day of the week, attendance, size of the event, school schedules, amount of equipment in operation, staffing, etc.), and unforeseen cancellations.

Must pass post-hire background & drug test paid by employer. The job requires the applicant to be qualified, authorized, ready, willing, able, and available to perform during the entire employment at the designated worksite under adverse weather; to enter into and comply with employment contract and any housing lease; to follow workplace and housing rules; and to meet job performance standards. Must cooperate with and complete job application and interview, and any supplied information must be truthful and complete. Must comply with grooming requirements and dress code. Must be able to lift 50 pounds. Subject to discharge for cause.

Pay prevailing wage \$12.92/hr. O/T or extra hrs as required, varies. Employer is exempt from OT under the Fair Labor Standards Act and those jurisdictions with similar provisions. Employer complies with applicable law, and any OT is defined by and paid in accordance with applicable law. Employer does not pay OT for extra hours when not required by applicable law, and does not agree to pay OT by participating in the H-2B program.

Daily commuting is provided. Optional shared housing (\$100/month) is available for wage deduction. Wages calculated by single workweek, paid bi-weekly. Employer will make all deductions from the worker's paycheck as required by law. Wage prepayment and merit/sick/supplemental pay at employer's discretion.

H-2B workers reimbursed in the 1st paycheck in 1<sup>st</sup> workweek for all visa, visa processing, border crossing, and other related fees, but not for passport expenses or other charges primarily for the benefit of the worker. If not prohibited by valid and controlling law, transportation to 1st worksite and return transportation paid and arranged by employer (and necessary, most economical, reasonable, and authorized meals and lodging reimbursed during 1st workweek if worker presents documentation) for wage credit. If required by valid and controlling law, necessary, reasonable, most economical, and authorized, then transportation, meals, and lodging to 1st worksite paid and arranged by employer, and return transportation provided if the worker completes the employment or is dismissed early. Daily subsistence will be provided at a rate of \$14 per day during travel to a maximum of \$59 per day with receipts.

Necessary tools, supplies, equipment, and uniform provided at no charge. This job order, including its wage and working terms and conditions, is contingent upon prevailing U.S. immigration law, including Department of Labor and Department of Homeland Security regulations. If any such

prevailing law is rescinded, superseded, vacated, or substantially modified, then the parties will re-negotiate in good faith any affected term.

To apply call Fair Foods LLC, 507-421-1787. Or inquire about the job opportunity or send applications, indications of availability, and/or resumes directly to the nearest CareerForce office, the Rochester CareerForce Center, 2070 College View Rd. E., Rochester, MN 55094; telephone (507) 292-5152; email [careerforce.rochester@state.mn.us](mailto:careerforce.rochester@state.mn.us). Reference Job Order # 12748888.

This job order is placed in connection with a future application for H-2B workers.